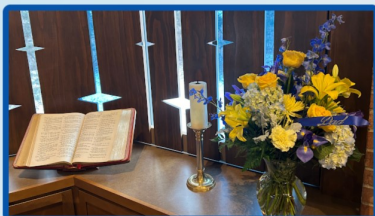


Eastminster Presbyterian Church



2024 Annual Report



Annual Meeting of
Congregation/Corporation
January 26, 2025



Cover Photos:

(from top to bottom, left to right)

- ◆ Attendees fellowship on Christmas Eve after the service.
- ◆ Children and youth lead the service on All Saints Day.
- ◆ Candles light the night on Christmas Eve.
- ◆ Eastminster welcomes tour group members from the Frank Lloyd Wright Conservancy.
- ◆ Eastminster youth and families help prep and serve food at Advent House.
- ◆ Symbols adorn the chancel.
- ◆ Baptismal font, designed by the building's original architect, Alden Dow.



Advent Wreath



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Agenda

Call to Order, Declaration of Quorum, Opening Prayer

Rev. Kristin Stroble, Moderator

Minutes of Prior Congregational Meetings

Susan Smalley, Clerk of Session

Report of the Nominating Committee

Susan Smalley, 2025 Nominating Committee

Financial Reports and Budget

Robert Kleine, Treasurer

Recommendation to Amend the Bylaws

"There shall be an annual meeting of the Congregation in the church within the forty-five (45) days following the end of the fiscal year as set by the Session for the transaction of any business properly coming before such meeting."

2025 Terms of Call, Pastor

Norm Mackay, Infrastructure Chair

Adjournment and Closing Prayer

Rev. Kristin Stroble, Moderator



Sam O'Neill participates in the Christmas Eve service.

Minutes of 2024 Annual Meetings

Eastminster Presbyterian Church, East Lansing, MI
Annual Meeting of the Congregation/Corporation
January 28, 2024

The annual meeting of the congregation of Eastminster Presbyterian Church, East Lansing, Michigan, was held on Sunday, January 28, 2024, at 10:54 A.M., immediately following worship service, in the church sanctuary. The moderator, Rev. Kristin Stroble, called the meeting to order, declared there was a quorum and opened with prayer.

Linda Hardenbergh moved that this meeting constitute the annual meeting of the corporation of Eastminster Presbyterian Church for 2024, and that its proceedings and conclusions are the actions of the corporation. The motion was supported and was carried.

Minutes of the three congregational meetings in 2023 were provided by email and at the meeting, as part of the 2023 Annual Report. All had been previously approved by the session. Sam O'Neill moved that the congregation approve the minutes of the three meetings. The motion was seconded and carried.

Susan Smalley presented the nominating committee's report and placed in nomination its slate of at-large members: Rick Johnston, Irv Nichols, Mary Harvey and Elaine Cable. She also placed in nomination Patsy King for session, as an elder in the class of 2025. Rev. Stroble asked for additional nominations from the floor; there were none. There was a motion to close nominations and cast a unanimous ballot for these at-large nominees. The motion was seconded and was carried.

Treasurer Bob Kleine presented the financial reports and budget. 2023 operating income of \$314,991 exceeded budgeted income and expenses of \$333,946 were lower than budgeted expenses. Additional income came from transfers of \$10,000 from reserves and \$8,668.10 from endowment income. Reserves at year-end were \$102,097 and endowment funds were \$865,731. Expenses continue to exceed revenue, due mostly to inflation and member deaths. Work is under way to develop a five-year financial plan to deal with these issues.

The 2024 budget was presented. There were questions and comments about the annual operating deficit, purpose of the endowment fund, membership of infrastructure and endowment committees, income from groups using the building, changes in music during worship services, investments in sanctuary AV equipment and endowment investment management fees/returns. There was a motion to receive the treasurer's report. The motion was seconded and carried.

Mary Lou Clifton reviewed the pastor's terms of call for 2024. There were questions and comments about the pastor's discretionary fund, auto allowance, and expenses. There was a motion to approve the pastor's terms of call. It was seconded and carried. Elder Clifton also reminded the congregation that Rev. Stroble would be taking a three-month sabbatical in 2025.

There was a motion to adjourn. The motion was seconded by and carried. The meeting was adjourned with prayer at 11:16 A.M.

Rev. Kristin Stroble, Moderator

Susan Smalley, Clerk of Session

Minutes of 2024 Annual Meetings

Eastminster Presbyterian Church

Annual Program Meeting

June 30, 2024

Rev. Kristin Stroble, Moderator, called the meeting to order at 10:52 A.M., announcing that its purpose was to elect church officers and to receive the program report. She declared that a quorum was present and offered an opening prayer.

Rev. Stroble confirmed distribution of Eastminster's 2023-2024 Program Report, available both in hard copy and online. She invited any questions about the report, but there were none.

Elder Susan Smalley, chair of the Nominating Committee, thanked committee members Charlotte Smith (elder), Beverly Bonning (deacon), Irv Nichols (at large), Rick Johnston (at large), Mary Harvey (at large), Elaine Cable (at large) and Rev. Kristin Stroble (ex officio). She presented the committee's slate of nominations and moved to accept them:

- Elders: Robin Bell, Faith Formation, Class of 2027
 Linda Hardenbergh, Faith Formation, Class of 2027
 Norm Mackay, Infrastructure, Class of 2027
- Deacons: Elaine Cable, Class of 2027
 Jason Giddings, Class of 2027
 Sacha Roennecke, Class of 2027

Rev. Stroble asked for nominations from the floor. There were none, and there was a motion to close nominations. The motion was seconded and carried. The motion to elect the slate presented by the nominating committee was carried.

A motion was made, seconded and carried to adjourn the meeting. Rev. Stroble offered a closing prayer .

The meeting was adjourned at 10:58 A.M.

Respectfully submitted,

Susan Smalley

Rev. Kristin Stroble

A "You are Loved" flag hangs in the Green Room, welcoming all.



Nominating Committee Report

Purpose

To nominate persons to serve the church as ordained elders on the Session, ordained deacons on the Board of Deacons, and to serve as congregational representatives on the Nominating Committee.

Members

The Nominating Committee will be composed of two elders designated by the Session and one deacon as designated by the Board of Deacons and four active members of the congregation as elected by the congregation. The pastor shall serve as an ex-officio member of the committee. All members of the Committee will be elected annually for a one-year term, and may serve up to three consecutive terms. The Chair of this committee will be an elder serving currently on the Session of the church.

2024 Nominating Committee

Designated Members	At-Large Members
Susan Smalley, chairperson	Rick Johnston
Charlotte Smith, elder	Irv Nichols
Beverly Bonning, deacon	Mary Harvey
	Elaine Cable

2025 Nominating Committee

Designated Members	Slate of At-Large Members
Charlotte Smith, chairperson	Bruce Augenstein
Estelle McGroarty, deacon	Jim Engelkes
	Mary Harvey
	Heather Myer



From Your Pastor

Rev. Kristin Stroble

Reflection and Looking Ahead:

This is our first joint Program and Congregational/Corporation Meeting. The Session made the decision to move to one congregational meeting so that our financial reports and program reports tell the story together of our ministry and mission here at Eastminster. Since we just had a program report in August of 2024 this report will reflect half the program year and next year we will be on a regular once a year schedule.

This Fall was challenging with the sudden building repairs that forced us to temporarily vacate our building. I am so grateful for the generosity of this congregation in stepping up to help pay for this unexpected bill. I am also grateful we had the opportunity to worship with our siblings in other places and for their hospitality.

Even in the midst of that challenge we still had our annual kids lead worship Sunday, we kept serving at Advent House, we cared for each other and were back in our building for Advent and Christmas. You will read more about our activities in this report.

What's next?

I am grateful for the opportunity to take a sabbatical this year. A sabbatical is an extended paid time off to seek God and to engage in activities that provide rest, refreshment, and renewal. During a sabbatical leave there is no contact between the congregation or its members and the pastor. It is a mutual time of rest and renewal. The session and myself have been preparing for this time apart. I will be on sabbatical from April 28-July 28, 2025. Our own, Rev. Dr. Jeff O'Neill will be covering in my absence and we will be communicating more details as the year progresses.

What I've Done for Continuing Education

I attended the Festival of Homiletics in May 2024 in Pittsburgh.

Some of my favorite books I've read this year:

The Bear by Andrew Krivak

Elusive Grace: Loving Your Enemies While Striving for Justice by Scott Black Johnston

The Women by Kristin Hannah

The Waters by Bonnie Jo Campbell

The Session made the decision to move to one congregational meeting so that our financial reports and program reports tell the story together of our ministry and mission here at Eastminster.



Rev. Kristin Stroble leads worship during Advent.

Sermon Series



Sept. 15-
Oct. 6, 2024

*Back to
School
Lessons*



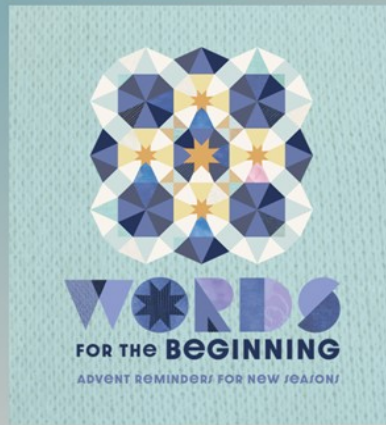
Nov. 10-
Nov. 24, 2024

*Church in
Progress*



Nov. 3, 2024

*All Saints'
Sunday*



Dec. 1, 2024-
Jan. 5, 2025

*Words for
the
Beginning
Advent
Reminders*



Rev. Kristin Stroble lights candles on All Saints Day in memory of those we lost.

Special Services in 2024

Day of Remembrance

Ash Wednesday

Maundy Thursday

Quiet Advent

Statistical Report 2025

Elders		Deacons	
Robin Bell <i>Class of 2027</i>	Norm Mackay <i>Class of 2027</i>	Elaine Cable <i>Class of 2027</i>	Jeff Lapinski <i>Class of 2025</i>
Linda Hardenbergh <i>Class of 2027</i>	Sam O’Neill <i>Class of 2026</i>	Sulin Campbell <i>Class of 2025</i>	Estelle McGroarty <i>Class of 2026</i>
Heather Heitman <i>Class of 2026</i>	Susan Smalley <i>Class of 2025</i>	Barb Dalzell <i>Class of 2025</i>	Brenda Ramsby <i>Class of 2026</i>
Patsy King <i>Class of 2025</i>	Charlotte Smith <i>Class of 2026</i>	Jason Giddings <i>Class of 2027</i>	Sacha Roennecke <i>Class of 2027</i>
		Sue Kalvonjian <i>Class of 2026</i>	

Susan Smalley, Clerk of Session/Robert Kleine, Treasurer

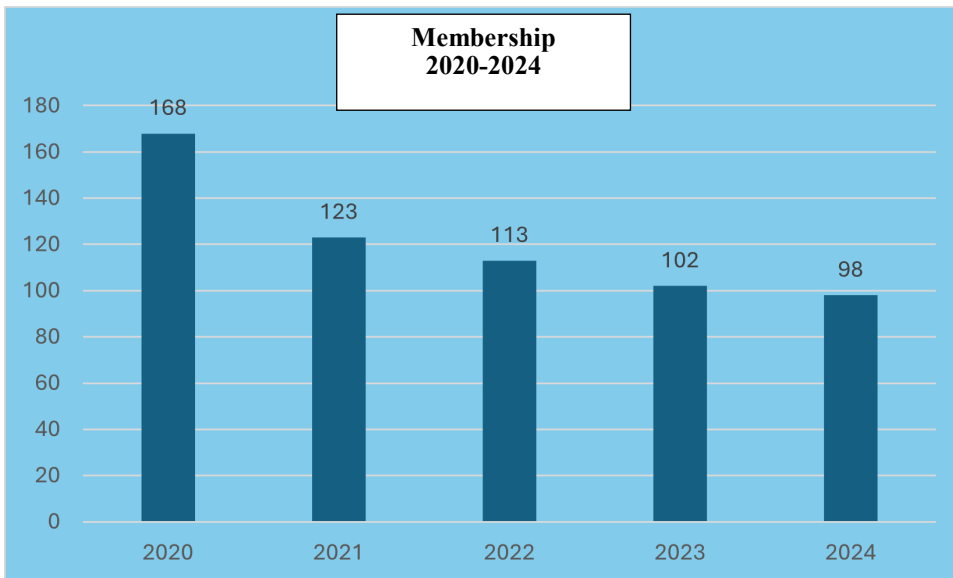
Membership Changes

Membership as of December 2023: 102
 Membership as of December 2024: 98

Additions—Total	9
New Members	9
Losses—Total	13
Session Action	9
Deaths	4

2024 Average Weekly Worship Attendance

In-person:	70
YouTube Live viewers:	10 connections <i>(assumed average of 1.5 viewers per connection)</i>
YouTube views:	19



**Note: In 2021, we re-viewed our membership rolls and cleaned out names of people who had not been participating in the church for a long time (after contacting or attempting to contact them). In 2024, we removed an additional nine people who are no longer attending or participating.*

Church Events

Child Baptisms 1
 Funerals/Memorial Services: 4

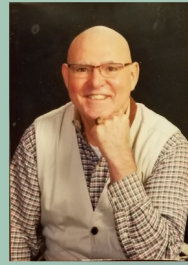
Session

Statement of Session Representation:

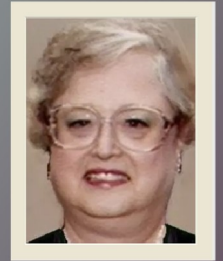
1 of the 31 male members are elders
 7 of the 67 female members are elders
 7 are white and 1 is non-white



Eastminster families shared meals in their homes with each other.



*Member
and
Friend
Deaths
2024*



Rev. James "Tim" Kiser

February 11, 1949 - December 27, 2023

Philip Carl Dean

July 14, 1944 - February 3, 2024

Miriam "Mim" Bethards

January 25, 1934 - June 23, 2024

Bill Paxton

July 23, 1929 - September 15, 2024

Bill McKay (not shown)

January 18, 1952 - September 15, 2024

Mary K. Hodges-Nees

February 4, 1945 - September 22, 2024

Youth Participating in Eastminster Activities

Age 4 and under	4
K-5th grade	12
6th through 8th grade	5
9th through 12th grade	5



Children and youth gather up-front during worship.



Chancel flowers honoring the life of Mim Bethards.

UNEXPECTED REPAIRS



A report of a leaking toilet led to the discovery of a rusted soil pipe and ventilation duct. Work couldn't begin until asbestos in the boiler room was removed. The church building closed from Oct. 7 until Nov. 1. Many members and participants in the church community donated to help mitigate the costs.

Repairs:

Asbestos abatement: \$33,976
 Plumbing work: \$14,892
 Ductwork: \$2,140
 Total: \$51,008

Donations:

\$37,320

Emergency Capital Improvements

WORSHIPPING AWAY



Oct. 13: Sabbath Sunday

"Take A Time Out." We encouraged all to use the time for rest, renewal, or another intentional way to connect with God. We held a virtual town hall meeting to discuss building issues.

Oct. 20: Presbyterian Church of Okemos

Our sister church welcomed us into their congregation where we jointly worshiped and celebrated birthdays.

Oct. 27: First Presbyterian Church of Lansing

We joined our sister church downtown where Kristin preached.

This day was also Bill Paxton's funeral, which was moved to **People's Church**, which graciously hosted us.



Frank Lloyd Wright Conservancy Tour



One of the year's pleasant surprises was contact from the Frank Lloyd Wright Conservancy. They arranged to tour our building on September 29. Norm Mackay, Sam O'Neill, Bob Nees, Irv Nichols, Cindy Mackay, Robin Bell, Rev. Kristin Stroble and Bridgette Redman hosted the 80 visitors who were extremely interested in our building, designed by the Wright apprentice, Alden Dow. In the weeks leading up to the tour, Eastminster members pored through historical documents and blueprints, uncovering the history of the building so that they could share stories with the guests when they arrived.

We partnered with the Alden Dow Home & Studio in Midland, who also provided information about our building. We discussed with them a future partnership where they could preserve some of the many historical documents we have housed in our building. There are also discussions for Eastminster to take a guided tour of the Alden Dow home in the summer of 2025.

EASTMINSTER PRESBYTERIAN CHURCH

From top to bottom, left to right: The choir sings at the 100th birthday party of Irv Nichols. The Eastminster team gathers for the CROP walk to help the hungry. Eastminster's golfer participate in the Advent House Hope in One Tournament. Families created crafts during the Community Christmas Fest. We worshipped at Presbyterian Church of Okemos when our building was closed for repairs.

Eastminster Participants

There are 36 adult non-members who participate in the life and worship of Eastminster.

Organizations that called Eastminster home in 2024 include:

5 AA groups

- Over the Horizon
- Primary Purpose
- Young Survivors
- Saturday morning group
- Lansing Area Young People in Alcoholics Anonymous

District AA Leaders

Lansing Matinee Musicale

- Chorale Ensemble
- Asbury Brass Quintet
- Penny Draper/recitals
- Alphorn ensemble

Capital City Bell Ringers

Community Handbell Choir

String ensemble



Ministry Highlights

Community Connections

Faith Formation

Infrastructure

Deacons

UKirk

Music at Eastminster

In the final six months of the year, Sulin Campbell led our choir in singing three times:

- ◆ On Sept. 22, they sang at Irv Nichols' 100th birthday party.
- ◆ On Oct. 6, they sang at World Communion Sunday, joined by a flautist.
- ◆ On Dec. 24, they sang with special guest musicians for the Christmas Eve service.



A string ensemble group practices at Eastminster every Friday.

Live music is often heard wafting through the halls of Eastminster as several musical groups rehearse and perform here including the Lansing Matinee Musicale, the Capitol City Ringers, the Community Bell Ringers, Penny Draper's students, and a string ensemble.

Community Connections

Highlights from the 2nd half of 2024

As we reflect on the last six months of 2024, the Community Connections Committee is grateful for the opportunities we've had to extend God's love through service, hospitality, and fellowship.

Service Activities

- ◆ **Thanksgiving baskets:** With the generosity of our church family, we coordinated and delivered 10 Thanksgiving baskets, providing much-needed holiday meals and support to local families.
- ◆ **Advent House Meals:** Each month, we prepared and delivered meals to Advent House, ensuring those in need received nourishment and compassion.
- ◆ **Refugee Welcome Kits:** In partnership with the Refugee Development Center, we coordinated five welcome kits for incoming refugees on a monthly basis. These kits are filled with essential items to help them start fresh in our community.
- ◆ **Personal Items Drive:** Through our monthly collection, we gathered toiletries, cereal and other necessities to provide to Advent House.



Scarlett Heitman and Lacy Myer help prepare food to serve at Advent House.



Eastminster's CROP walk team raised money for hunger this fall.

Committee Members

- Patsy King
- Estelle McGroarty
- Charlotte Smith
- Heather Heitman, Committee Chair
- Rev. Kristin Stroble



Collections of necessities go to Advent House on a monthly basis.

These items offer dignity and care to those who need it most.

- ◆ **Crop Walk:** In October, our church participated in the Crop Walk, raising funds to fight hunger both locally and globally.
- ◆ **MSU Care:** We closed out the MSU Care fund and transferred the remaining balance to UKirk as designated when the fund was created.

Community Activities



Eastminster hosted a chili dinner for UKirk students.

- ◆ **UKirk Dinner:** We had the pleasure of hosting a chili dinner with UKirk, sharing a meal and building connections with our local college students.
- ◆ **Rainy Day at the Ballgame:** Though our plans for a fun evening at the Lansing Lugnuts game were rained out, we're optimistic for a sunny do-over next summer!

- ◆ **Trivia:** Our team "The Merrie Brood of Vipers" scored enough points from June-December to qualify for the semi-annual State Championship Tournament; January 19, 2025. History, Literature, Science, Music, Classic Cartoons, TV shows, Candy, Cars, Authors, Musicals, Geography. These are just a few of the many MITrivia Live categories that the Trivia Team faces every Monday night at 7pm. Join us for food, laughter, prizes and answers! We play at Royal Scot in the Triple P Bar & Grill. New faces are always welcome.



The Merrie Brood of Vipers gather every Monday night.

Mission Funding

Organizations	Gifts
Christmas Joy Offering	\$265
One Great Hour of Sharing Offering	\$1,435
Peace & Global Witness Offering	\$503
Pentecost Offering	\$477
Advent House	\$2,635
Alma Chapel Renovations	\$1,000
Mission Co-Workers	\$2,750
Refugee Development Center	\$614
PCUSA Shared Mission	\$8,000
UKirk at Michigan State	\$8,318
Presbyterian Disaster Assistance/Ukraine	\$931
Dr. Eleanore Kue	\$2,000
Water4Life	\$7,500
Crop Walk	\$200
Former Lost Boy/Sudan family relocation	\$500
MoreLight Presbyterians	\$500
Total:	\$37,628



Faith Formation

The second half of 2024 provided many opportunities for creative worshiping and pivoting from one plan to another.

It launched in July with a well-attended picnic, in which we enjoyed much camaraderie. Rain drove our next planned outdoor worship inside in August.

The fall season began with a Hymn Sing during the Labor Day weekend, which was followed by the Back to School sermon series.



Eastminster worshiped at First Presbyterian in Lansing when our building was closed for repairs.

World Communion Sunday, Oct. 6, gave us the opportunity to celebrate a time of Christian unity and cooperation. We decked the communion table with cloths from around the world and covered it with various breads. The service included special music from a choir with a guest musician playing the flute. Afterward, we gathered for a potluck dinner and a time of intergenerational fellowship.

Unbeknownst to us, that would be the last time worshipping in our sanctuary for several weeks as the church had to unexpectedly close days later because of pipe damage in the boiler room. The committee coordinated with Kristin on alternative places of worship for the next three weeks. We had a Sabbath Sunday with a town hall meeting via Zoom on October 13. Children and youth met at the Heitman home to plan for leading worship in November.

Committee Members

- Robin Bell
- Mike Brown
- Linda Hardenbergh
- Sam O'Neill
- Neil Myer, DCE
- Rev. Kristin Stroble

Thank you to our Video Producers

- ◇ Robin Bell
- ◇ Mike Brown
- ◇ Linda Hardenbergh
- ◇ Heather Myer
- ◇ Susan Smalley



Sulin Campbell led a choir singing an anthem on World Communion Sunday with a guest flautist.

Many of our neighboring churches reached out to us, offering space for us while we were unable to use our building. We celebrated joint services with Presbyterian Church of Okemos and First Presbyterian of Lansing on October 20 and October 27. Kristin preached at the service at First Presbyterian, after which several of us walked across the parking lot to Salt Rock Brewery for their Sunday Brunch.

Advent planning started in September for the Sermon Series: Words for the Beginning. Advent Candle lighters and readers were found for the five services in Advent. The Advent Banner was printed by Kinko's and hung the day before the Hanging of the Greens on December 1. An intergenerational Advent workshop was held December 8. December 15 saw an extended fellowship time, December 18 was a Quiet Advent Service, and December 21 was the Community Christmas Fest.



Intergenerational events bring all ages together in fellowship.

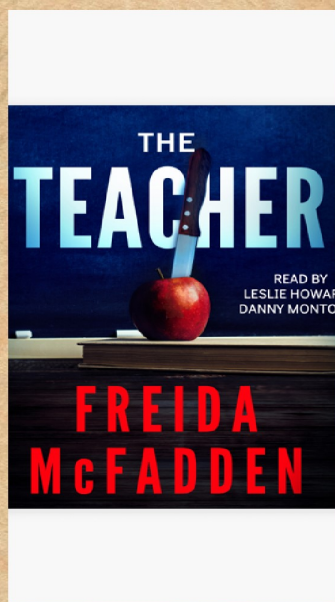


Rev. Shirley Paxton leads in worship on Christmas Eve.

The Christmas Eve Service was at 5:00 pm on December 24, with special music from the Choir and a String Trio from MSU.

Kristin was on vacation December 29, and the Faith Formation Committee led Worship with Lessons and Laughter, a celebration of the birth of Christ and the Joy and Good News that brings.

The committee continues to recruit Worship Leaders, and we appreciate all those who participate.



PageTurners

Eastminster's book club met in person and over Zoom at 10 am the second Saturdays of most months. Books are listed on the website and all are welcome.





Children & Youth

Eastminster Children and Youth are engaged in a number of ways in the life of this congregation. This fall alone they prepared and led two Sunday morning worship services, our youth who went to Massanetta on Sep 8, and our children and youth on November 3 for All Saints. Our youngest friends are engaged each week in their special worship space at the front of the sanctuary with supplies provided by Faith Formation team. They regularly help pack up the welcome kits for refugees, served at Advent House, sent messages of hope to school children displaced by the effects of Hurricane Helene in Western North Carolina, served as acolytes, collect monthly Centsability offering, and participated in CROP Walk. They participated in all church gatherings including Advent workshop and Community Christmas Fest.





Massanetta Trip

In July, Eastminster sent students to Massanetta Middle School Conference for the first time. Three youth and two adults attended □ Scarlet Heitman, Lacy Myer, Lawson Temples, Heather Heitman and Neil Myer. The students loved being part of the wider church and experiencing all the conference had to offer in keynotes, music, workshops, worship, recreation and more! The group led the September 8 worship service at Eastminster based on their theme Keep Calm and Rejoice from Philippians.





Ted Hagan donated money for a bench in memory of his wife, Pat.

Infrastructure

Building and Grounds

The most notable building event was not on our agenda, nor did we anticipate it. The church building was closed from Oct. 7 through the end of that month, without heat or water, due to a rusted soil pipe and ventilation duct. Asbestos in the boiler room was removed and pipes, ducts and insulation were replaced at a total cost of \$51,008. Congregation members and friends provided \$37,320 to offset these unanticipated costs, leaving an unbudgeted \$13,688 to pay. Due to uncertainty about when our building would reopen, the City of East Lansing decided to temporarily move their polling place for the Nov. 5 election. They plan to return next year.

The committee oversaw several repairs and improvements:

- ◆ The building security system and panic buttons, which were not working properly, were tested and are now in working order.
- ◆ The elevator battery was replaced. Challenges with our current elevator maintenance company has resulted in efforts to identify a replacement.



A member donated money to purchase AED equipment.

◆ Thanks to a generous member donation, we now have a new defibrillator, located in the Narthex.

◆ Another generous member donation provided the bench outside the Narthex door.

◆ A hard drive for our building security cameras was installed, and now all staff members plus Mike Jones (our network guru) can access all cameras from their computer and phones.

◆ An additional notebook computer was purchased using Memorial funds and is used for worship service AV.

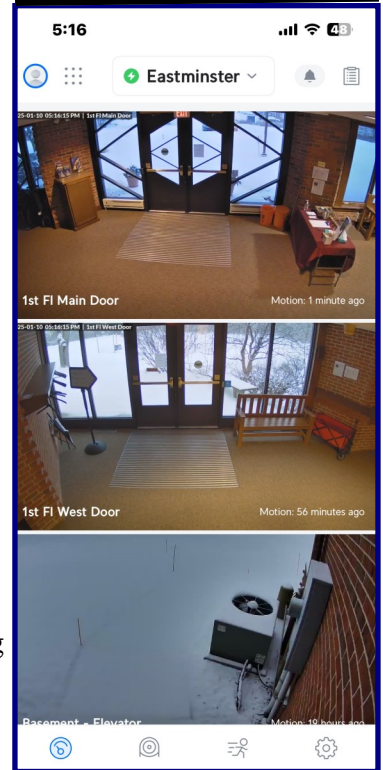
◆ We replaced the aging Office Administrator's computer after several months of research. Unexpectedly, a refurbished model arrived 12/30/24 rather than the new one ordered, but

we chose to keep it in exchange for a credit on the price.

- ◆ Bulb & Battery Replacement Day was held in November, with a wonderful response from congregation members to help.
- ◆ Norm Mackay reformed a building team to regularly monitor the building for any needed maintenance and to undertake some regular maintenance tasks. Members include Jeff Lapinski, Jeff O'Neill, Emmanuel Yewah, Dave Duryea, Susan Smalley, Jim Artabasy, Bob Nees and Sam O'Neill.
- ◆ The garden area was improved with a grounds clean-up by Vera Landscaping and tree pruning by Top-Notch Tree Trimming. As the operating budget did not provide funds for this work, the Memorial Committee agreed to pay the \$3,226 cost.

Issues that still need to be addressed include:

- ◆ Dependable WiFi connections for webcasting continues to be a challenge.
- ◆ Additional pruning is needed on trees near the building.
- ◆ The grounds appear to be mole-infested and in need of treatment.



Endowment money helped to pay for security camera upgrades for the church.

Financials

Eastminster’s financial review was conducted on 6/19/24 by staff and members from Okemos Presbyterian and First Presbyterian of Holt, and we have acted on many of the recommendations. Budget review is an important part of each monthly Infrastructure meeting. The committee helped conduct our stewardship campaign and develop a proposed operating budget.

A long-range financial planning task force was appointed, chaired by Bob Kleine, with Josh Vermaas, Norm Mackay and Sam O’Neill. They are receiving assistance from the Presbyterian Foundation, to whom we provided financial and property information. When adjusted for inflation, Eastminster’s spending has dropped about 20% during the past decade.

Cost of health care promises to be a challenge in future budgets. Policy changes by the Board of Pensions benefited our 2025 budget but will mean large cost increases starting in 2026. We spent considerable time reviewing potential options this year, but the closing of one statewide plan will limit future options. We did recommend adding church-funded health care flex plans for church employees.

Committee Members

- Norm Mackay, Chair
- Susan Smalley, Secretary
- Linda Hardenbergh
- Robert Kleine
- Sam O’Neill
- Rev. Kristin Stroble
- Bridgette Redman, Office Administrator

Administrative Work

New and Revised Policies

- Emergency Policy/Plan (rev.)
- Personnel Policy (rev.)
- Credit Card Authorization and Use (new)
- Personnel Record and Retention (new)
- Anti-Harassment (new)
- Anti-Racism (new)
- Sexual Misconduct (rev.)

Staff appraisals were conducted in August. Eastminster is blessed with a wonderful staff!

Infrastructure team members helped to staff the church office during the office administrator’s vacation time and illness.

Initial work to scan old documents began with volunteers Ruth Hartwig and Tom Hardenbergh. Much remains to be done and additional volunteers are welcome.

Infrastructure oversaw Eastminster’s staff:

- ◆ Rev. Kristin Stroble, Pastor/Head of Staff
- ◆ Neil Myer, Director of Christian Education
- ◆ Tamar Mikeladze, Pianist/Organist
- ◆ Bridgette Redman, Office Administrator



The church sponsored first aid and CPR training.

Special Thank-Yous to:

- ◆ Barb Stowitts for coming into the office every week to help with mailings, envelopes and a myriad of miscellaneous tasks.
- ◆ Susan Smalley for counting and processing donations every week.
- ◆ Linda Hardenbergh for her bookkeeping and Church Windows support.



Deacons

The Eastminster Deacons kicked off the latter half of 2024 by thanking the outgoing Deacon members: Cindy Nixon, Suzanne Hunt, and Deacon Moderator Beverly Bonning for their service. The group then welcomed three new incoming Deacons: Elaine Cable, Jason Giddings, and Sacha Roennecke.



The Deacons hosted a 100th birthday celebration for Irv Nichols.

The coming months would provide opportunities for the group to continue their efforts to serve the Lord and our church. Some of the opportunities were joyous, while others presented unique challenges.

The Deacons helped to coordinate the 100th birthday celebration and catered luncheon for Irv Nichols in September and celebrated Elizabeth Evangelista's 90th birthday during fellowship in November.

Thank you to our Greeters!

- ◇ Bruce Augenstein
- ◇ Beverly Bonning
- ◇ Elaine Cable
- ◇ Mary Lou Clifton
- ◇ Jan Coye
- ◇ Rebecca Dean
- ◇ Ron Davis
- ◇ Judy Dickinson
- ◇ Jim Engelkes
- ◇ Elizabeth Evangelista
- ◇ Jason Giddings
- ◇ Linda Hardenbergh
- ◇ Ruth Hartwig
- ◇ Mary Harvey
- ◇ Heather Heitman
- ◇ Sue Kalvonjian
- ◇ Amanda Lanier
- ◇ Jeff Lapinski
- ◇ Barbara Lowes
- ◇ Cindy Mackay
- ◇ Sue Miller
- ◇ Heather Myer
- ◇ Matt Nixon
- ◇ Sam O'Neill
- ◇ Brenda Ramsby
- ◇ Sacha Roennecke
- ◇ Charlotte Smith
- ◇ Barb Stowitts
- ◇ Jesse Turner
- ◇ Josh Vermaas
- ◇ Bob Walter
- ◇ Sara Weeden
- ◇ Emmanuel Yewah



The month of October presented a roadblock, as our building encountered mechanical issues and had to close while undergoing repairs. During this time, two memorial services were scheduled for Bill Paxton and Mary K. Hodges-Nees. The Deacons assisted by providing ushers and coordinating light receptions for Bill Paxton's service at People's Church. We then helped reopen the church with Mary K. Hodges-Nees' service.

Ensuring that a smiling face welcomes you as you enter the church every Sunday continues to be a proactive effort and a great way for church members to meet and engage with others. All members are welcome to be greeters!

Engagement also continues throughout our congregation by sending cards to all members for various occasions. Since June, approximately 116 cards have been sent.

Other efforts include sending food establishment gift cards to members that attend college during exam weeks.

For those unable to drive to church, transportation is either coordinated or provided by the Deacons. Please reach out if you are in need of transportation or want to help aid in transportation of other church members.

Hosting fellowship along with preparing and serving communion are responsibilities of the group. In addition to ensuring gluten-free cookies are part of fellowship, a recent decision was made to switch all bread for communion to gluten free as well.

The Deacons continue to provide support directly and indirectly to the church in a variety of ways; and look forward to continuing to do so in the coming year.



Christmas Eve was a time of fellowship and worship.



2024-2025 Deacons

- ◆ Sulin Campbell, Class of 2025
- ◆ Barb Dalzell, Class of 2025
- ◆ Jeff Lapinski, Class of 2025
- ◆ Estelle McGroarty, Class of 2026
- ◆ Sue Kalvonjian, Class of 2026
- ◆ Brenda Ramsby, Class of 2026
- ◆ Elaine Cable, Class of 2027
- ◆ Jason Giddings, moderator, Class of 2027
- ◆ Sacha Roennecke, Class of 2027



UKirk

UKirk had a tremendous fall semester. We currently have students from Virginia, Texas, Georgia, Kentucky, and many different places in Michigan actively participating. The UKirk book project is now well over 6,000 books distributed to those living in local book deserts.

Highlights included:

- ◆ Election of a new student leadership team
- ◆ Welcoming new students
- ◆ Our fall trivia night fun(d)raiser
- ◆ Helping lead worship at Advent House Ministries
- ◆ An evening of dinner and intergenerational engagement hosted by Community Connections
- ◆ Book Project distribution at Potter Park Zoo with Community Mental Health Authority
- ◆ A meal provided by and visit from Andrew Frazier of Austin Theological Seminary
- ◆ Serving at MSU Student Food Bank and providing fall treat bags
- ◆ Our pre Christmas gathering
- ◆ Weekly gatherings for worship, discussion, prayer, study, questions, and other special events

In a time when all I could see was stress and endless studying, UKirk and the people there felt like home. It was a huge feeling of peace when I needed it most.

UKIRK gave me a place to grow my faith and make lifelong friends. I'll forever be thankful for the friends I've continued to talk to daily...UKIRK had just started my senior year of college, I'm thankful that others are able to have more than one year of the community. The faith foundation I built in college helped me find a faith community after I moved away from home for work.

I appreciate how UKIRK was and always will be a comfortable, homelike environment for me and many people I care about. I could always count on it if I needed people to talk to, a place to study, a meal to eat, and to either get away from or address the issues in my world.



UKirk Finances

Since the fall of 2015, Eastminster has managed the financial operations of UKirk at MSU. We process any donations or grants received by UKirk and use that money to pay for their operations. While the UKirk fund resides within Eastminster's accounts, the UKirk Board oversees and approves their budget and expenses.

Eastminster Presbyterian Church - East Lansing MI Treasurer's Report as of December 2024 for UKirk Fund

Friday, January 10, 2025

Account #	Account Name	Period Activity	YTD Balance	Annual Budget	Annual Budget Remaining
Income					
42100	<i>UKirk REVENUE</i>				
42102	UKirk Beginning Balance	0.00	0.00	12,249.00	12,249.00
42105	Presbytery	1,500.00	18,000.00	18,000.00	0.00
42110	Partner Church Support	4,580.85	17,779.17*	15,700.00	(2,079.17)
42115	Fundraising	584.04	4,974.59	6,000.00	1,025.41
42120	NWC Grant	0.00	3,000.00	3,000.00	0.00
42125	Individual Giving	851.60	7,763.62*	6,000.00	(1,763.62)
	<i>Total UKirk REVENUE</i>	<i>\$7,516.49</i>	<i>\$51,517.38</i>	<i>60,949.00</i>	<i>9,431.62</i>
	Total Income	\$7,516.49	\$51,517.38	\$60,949.00	\$9,431.62
Total Expense					
51100	<i>UKirk Personnel Expenses</i>				
51105	UKirk Director Salary	2,583.76	31,005.12*	31,005.00	(0.12)
51110	PCUSA Benefits	1,442.59	17,378.13*	17,225.00	(153.13)
51115	UKirk FICA	192.56	2,310.72*	2,270.00	(40.72)
51120	UKirk Continuing Education	0.00	611.98	1,000.00	388.02
51125	UKirk Cell Phone Reimbursement	200.00	600.00	600.00	0.00
	<i>Total UKirk Personnel Expenses</i>	<i>\$4,418.91</i>	<i>\$51,905.95</i>	<i>52,100.00</i>	<i>194.05</i>
51200	<i>UKirk Expenses - Fees</i>				
51210	MSU RAA	0.00	80.00	80.00	0.00
51215	UKirk Insurance	0.00	0.00	0.00	0.00
51220	UKirk Worker's Compensation	0.00	0.00	0.00	0.00
51230	UKirk National Association	0.00	100.00	100.00	0.00
51235	UKirk Donation Fees/Vanco	11.52	47.62	50.00	2.38
	<i>Total UKirk Expenses - Fees</i>	<i>\$11.52</i>	<i>\$227.62</i>	<i>230.00</i>	<i>2.38</i>
51300	<i>UKirk Promo/Publicity</i>				
51315	UKirk Postage	0.00	81.20	150.00	68.80
51320	UKirk Banners/Publicity	0.00	308.17	500.00	191.83
51325	UKirk Website/email	0.00	70.00	100.00	30.00
	<i>Total UKirk Promo/Publicity</i>	<i>\$0.00</i>	<i>\$459.37</i>	<i>750.00</i>	<i>290.63</i>
51400	<i>UKirk Outreach</i>				
51405	Relationship Building	67.59	302.01	1,000.00	697.99
51410	UKirk Mileage	355.10	355.10	1,000.00	644.90
51412	UKirk Parking	(52.00)	(5.50)	150.00	155.50
51415	UKirk Mission	0.00	60.80	1,500.00	1,439.20
	<i>Total UKirk Outreach</i>	<i>\$370.69</i>	<i>\$712.41</i>	<i>3,650.00</i>	<i>2,937.59</i>
51500	<i>UKirk Program</i>				
51505	UKirk Office Supplies	0.00	25.70	100.00	74.30
51515	UKirk Weekly Gathering	112.60	767.16	1,200.00	432.84
51520	UKirk Worship	0.00	0.00	100.00	100.00
51525	UKirk Retreats	(300.00)	(300.00)	600.00	900.00
51530	Montreat Conference	150.00	150.00	2,000.00	1,850.00
51535	Book Bank	0.00	3.17	50.00	46.83
51545	Graduate Recognition	0.00	225.85*	100.00	(125.85)
	<i>Total UKirk Program</i>	<i>(\$37.40)</i>	<i>\$871.88</i>	<i>4,150.00</i>	<i>3,278.12</i>
	Total Expense	\$4,763.72	\$54,177.23	\$60,880.00	\$6,702.77
	Difference	\$2,752.77	(\$2,659.85)	\$69.00	

* = Income/Expense exceeds amount budgeted to date



Financial Reports

2024 Financial Overview

The 2024 budget turned out better than expected as income exceeded projections for the sixth consecutive year and expenditures were less than projected.

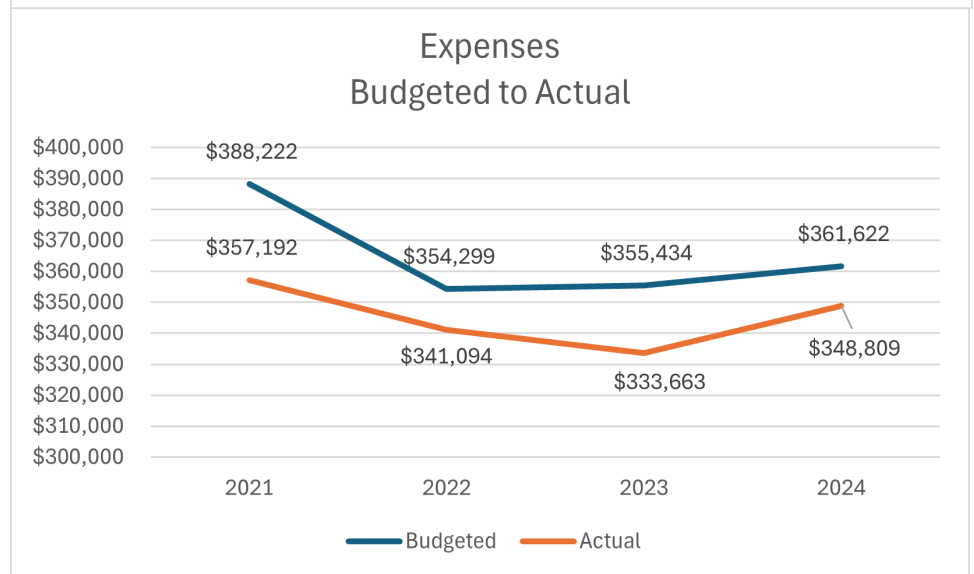
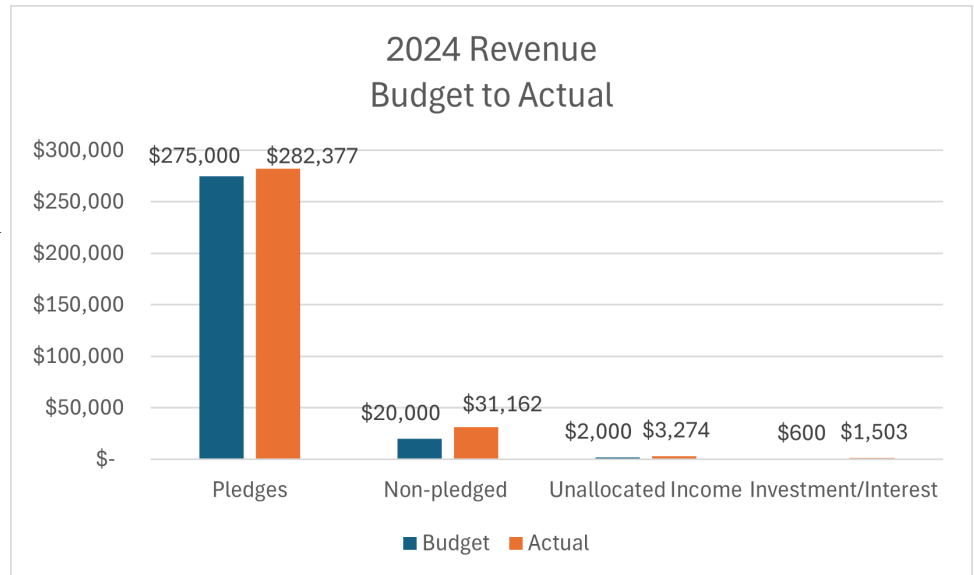
Ongoing income for 2024 was \$320,744, which was \$21,144 more than estimated. Member giving exceeded the estimate by \$7,376 and plate revenue by \$11,161. This was largely due to several members giving more than pledged. The church also received significant contributions from several individuals who did not pledge, which is counted as non-pledged giving.

Total income was \$348,809, which includes a transfer of \$14,032 from reserves and \$14,032 from endowment income.

The adopted 2024 budget was \$363,336. Actual expenses were \$348,809, which was \$14,527 less than budgeted. The major differences were \$6,387 not spent for Building and Grounds (mainly snow removal, gas service and structural maintenance and repair), \$1,502 not spent by Worship and Music, \$1,307 not spent by the Mission Committee.

Expenditures for 2024 were 4.6% more than 2023 expenditures.

There was an unexpected expenditure in 2024, the repairs in the boiler room. The total expense was \$51,008, of which \$37,320 was covered by contributions and the remainder of



\$13,688 by a transfer from endowment income.

The ending balance for 2024 was a negative \$28,065, which as noted above, was covered by a transfer from endowment income and reserves. The budget shortfall was originally estimated at \$63,036.

As noted, this was a much better outcome than expected, but we continue to face budget challenges in the future. We are projecting a budget shortfall of \$40,954 for the 2025 budget. Overall, the church's finances are strong. Our reserves at the end of 2024 were \$113,379 and our endowment funds were \$941,746.

Our expenditures continue to exceed ongoing revenue, due in large part to declining membership and inflation, but there is a strong commitment to develop a five-year plan that will reduce our reliance on reserves and endowment income. We are receiving planning assistance from the Presbyterian Foundation.

However, it will not be easy as we have already made substantial cuts in the budget in the past few years. Personnel accounts for 65% of the budget and building and grounds for almost 19%, leaving little room for significant budget cuts. Also, we have reduced our budget by about 20%, adjusted for inflation, over the past five years.

The generous support of our congregation continues to be a blessing.

Submitted by:

Robert Kleine, Treasurer



Balance Sheet

Balance Sheet as of December 31, 2024

Account Name	YTD Balance
Assets	
Checking - Horizon Bank	34,276.81
dfcu financial--CD account	0.00
Total Current Assets	\$34,276.81
Endowment Fund/New Covenant Trust	937,156.00
LPL Financial Investments	113,379.33
LPL Trading Account	983.55
Total Investments	\$1,051,518.88
Furniture and Equipment	309,548.74
Property and Buildings	1,519,455.00
Hand Bells	4,795.26
Total Fixed Assets	\$1,833,799.00
Total Assets	<u>\$2,919,594.69</u>
Liabilities	
Accounts Payable/Vendors	0.00
Federal Income Tax	0.00
FICA Withholding	0.00
Michigan Income Tax	0.00
Pledges Payable	16,544.00
PILP Renovations Loan Amount	76,840.43
Local Income Tax	0.00
Payroll Clearing Account	325.00
Total Liabilities	<u>\$93,709.43</u>
Fund Balances	
General Operating Fund Balance	321,156.49
Capital Improvement Balance	(13,200.68)
Endowment Fund Balance	937,156.00
Investment Fund Balance	100,330.23
In-Out / Passthrough Account Balance	(5,099.17)
Christmas Joy Offering Fund Balance	485.00
One Great Hour of Sharing Fund Balance	0.00
Peace & Global Witness Fund Balance	646.00
Centsability Fund Balance	521.85
Deacons Fund Balance	1,928.69
Musicians Fund Balance	2,986.84
PILP Renovations Loan Balance	0.00
Pentecost Offering Fund Balance	0.00
Organ Fund Balance	0.00
Interfaith Security Fund Balance	387.48
Christian Ed. Restricted Fund Balance	684.99
Memorial Fund Balance	19,205.90
Bequests Balance	0.00
Employee Retention Credit Balance	170.67
Special Mission Fund Balance	2,803.22
Pastor Discretionary Balance	963.40
Chancel Flowers Fund Balance	1,251.36
Garden Fund Balance	3,660.14
UKirk Fund Balance	8,237.34
Endowment Income Balance	45,244.28
Net Assets Balance	1,396,365.23
Total Fund Balances	<u>\$2,825,885.26</u>
Total Liabilities and Fund Balances	<u>\$2,919,594.69</u>

Consolidated Fund Report

Consolidated Fund Activity Report as of 12/31/2024

Account Name	Beg Balance	Receipts	Disbursements	Transfers/JE's	End Balance
Capital Improvement Balance	0.00	38,075.32	51,276.00	0.00	(13,200.68)
In-Out / Passthrough Account Balance	0.00	3,354.96	4,354.13	(4,100.00)	(5,099.17)
Christmas Joy Offering Fund Balance	230.00	510.60	255.60	0.00	485.00
One Great Hour of Sharing Fund Balance	500.00	935.43	1,435.00	(0.43)	0.00
Peace & Global Witness Fund Balance	621.31	696.14	671.45	0.00	646.00
Centsability Fund Balance	286.85	235.00	0.00	0.00	521.85
Deacons Fund Balance	972.45	1,000.00	43.76	0.00	1,928.69
Musicians Fund Balance	3,636.84	0.00	650.00	0.00	2,986.84
PILP Renovations Loan Balance	0.00	0.00	0.00	0.00	0.00
Pentecost Offering Fund Balance	125.39	670.41	795.83	0.03	0.00
Organ Fund Balance	0.00	0.00	0.00	0.00	0.00
Interfaith Security Fund Balance	337.20	50.28	0.00	0.00	387.48
Christian Ed. Restricted Fund Balance	1,040.83	990.00	326.95	(1,018.89)	684.99
Memorial Fund Balance	23,771.39	2,065.00	6,630.49	0.00	19,205.90
Bequests Balance	0.00	0.00	0.00	0.00	0.00
Employee Retention Credit Balance	170.67	0.00	0.00	0.00	170.67
Special Mission Fund Balance	1,761.89	3,857.33	2,816.00	0.00	2,803.22
Pastor Discretionary Balance	882.68	550.00	100.00	(369.28)	963.40
Chancel Flowers Fund Balance	1,324.51	1,535.85	1,609.00	0.00	1,251.36
Garden Fund Balance	3,740.08	226.00	305.94	0.00	3,660.14
UKirk Fund Balance	12,249.41	51,517.38	55,529.45	0.00	8,237.34
Endowment Income Balance	35,054.50	9,177.68	10,924.39	11,936.49	45,244.28
Total	\$86,706.00	\$115,447.38	\$137,723.99	\$6,447.92	\$70,877.31

Treasurer's Report

Treasurer's Report for 2024 Operating Budget

Account Name	YTD Balance	Annual Budget	Annual Budget Remaining
Pledged Giving	282,376.87*	275,000.00	(7,376.87)
Non-pledged Giving	31,161.98*	20,000.00	(11,161.98)
Pre-paid Pledges	0.00	0.00	0.00
Per-Capita Income	2,309.68*	2,000.00	(309.68)
Total General Contributions	\$315,848.53*	\$297,000.00	(\$18,848.53)
Investment & Interest Income	1,502.76*	600.00	(902.76)
Unallocated Income	3,274.00*	2,000.00	(1,274.00)
Total Misc. Income	\$4,776.76*	\$2,600.00	(\$2,176.76)
Transfer from Reserves	14,032.65	31,518.00	17,485.35
Endowment Income - Program Support	14,032.66	31,518.00	17,485.34
Total Transfers	\$28,065.31	\$63,036.00	\$34,970.69
Beginning Balance	0.00	0.00	0.00
In-Kind Donations	118.80*	0.00	(118.80)
Total Income	\$348,809.40	\$362,636.00	\$13,826.60
ADMINISTRATION AND FINANCE			
Kitchen Supplies	1,106.97*	1,000.00	(106.97)
Office Supplies	1,211.94	1,500.00	288.06
Postage	756.39	850.00	93.61
Telephone and Internet	4,154.70	4,200.00	45.30
Church Windows Support	1,308.00	1,500.00	192.00
Copier Maintenance and Supplies	7,235.81*	6,100.00	(1,135.81)
Computer Maintenance and Supplies	484.31	500.00	15.69
Per-Capita Apportionment, Presbytery	4,525.65	4,526.00	0.35
Vanco Donation Fees	1,326.40*	1,100.00	(226.40)
PILP Renovations Loan, Interest	2,271.35	2,272.00	0.65
PILP Renovations Loan, Principle	5,921.89*	5,921.00	(0.89)
Virtual Connectivity (Website Hosting)	140.87	250.00	109.13
Total ADMINISTRATION AND FINANCE	\$30,444.28*	29,719.00	(725.28)
BUILDING AND GROUNDS			
Insurance	8,665.51	9,000.00	334.49
Mechanical Maintenance & Repair	4,882.64	6,000.00	1,117.36
Elevator Maintenance / Testing	2,664.24	2,800.00	135.76
Electric Service	12,115.00*	12,000.00	(115.00)
Gas Service	6,470.51	8,400.00	1,929.49
Water & Sewer Service	1,937.65*	1,900.00	(37.65)
Structural Maintenance & Repair	298.56	2,000.00	1,701.44
Custodial Service & Supplies	15,983.18*	15,000.00	(983.18)
Trash, Security & Permits	2,772.58*	2,200.00	(572.58)
Lawn	7,100.00*	5,500.00	(1,600.00)
Snow	2,022.35	5,000.00	2,977.65
Trees	0.00	0.00	0.00
Parking Lot	0.00	1,000.00	1,000.00
Landscape	0.00	500.00	500.00
Total BUILDING AND GROUNDS	\$64,912.22	71,300.00	6,387.78
CHRISTIAN EDUCATION			
Curriculum	466.23	650.00	183.77
Supplies	514.94*	500.00	(14.94)
Honoraria	50.00	300.00	250.00
Equipment	0.00	300.00	300.00

Children in Worship	81.91	200.00	118.09
Youth Conferences	1,000.00	1,000.00	0.00
Library	25.00	75.00	50.00
Christian Education Fellowship	0.00	150.00	150.00
Background Checks	8.45	100.00	91.55
<i>Total CHRISTIAN EDUCATION</i>	<i>\$2,146.53</i>	<i>3,275.00</i>	<i>1,128.47</i>
COMMUNITY LIFE			
Church Dinners	990.59	1,000.00	9.41
Community Outreach	366.47	500.00	133.53
Community Life Fellowship	52.74	900.00	847.26
Retreats	0.00	300.00	300.00
<i>Total COMMUNITY LIFE</i>	<i>\$1,409.80</i>	<i>2,700.00</i>	<i>1,290.20</i>
PERSONNEL			
Pastor's Salary	49,317.12*	49,317.00	(0.12)
Pastor's Housing Allowance	24,999.84	25,000.00	0.16
Pastor's Pension and Insurance	28,983.48*	28,691.00	(292.48)
Pastor's Auto Allowance	1,300.00	1,300.00	0.00
Pastor's Professional Development	1,460.31	1,500.00	39.69
Pastor's Expenses	892.90	1,000.00	107.10
Pastor's SECA	5,275.92	5,276.00	0.08
Organist Salary	14,779.92	14,780.00	0.08
Director of Christian Education Salary	31,308.96	31,309.00	0.04
DCE Insurance	17,243.91*	17,225.00	(18.91)
DCE Professional Development	25.12	1,000.00	974.88
DCE Mileage	138.69	200.00	61.31
DCE Expenses	349.19	400.00	50.81
Office Administrator Salary	30,763.92	30,764.00	0.08
Office Administrator Insurance	7,774.32*	7,716.00	(58.32)
Employer FICA and Medicare	5,536.24	6,974.00	1,437.76
Guest Ministers	517.00	1,050.00	533.00
Guest Organists	450.00	450.00	0.00
Misc. Personnel Expense	350.99*	350.00	(0.99)
<i>Total PERSONNEL</i>	<i>\$221,467.83</i>	<i>224,302.00</i>	<i>2,834.17</i>
MISSION COMMITTEE			
Local	15,192.77	16,500.00	1,307.23
Denominational	2,750.00	2,750.00	0.00
Global	0.00	0.00	0.00
PCUSA Shared Mission	8,000.00	8,000.00	0.00
<i>Total MISSION COMMITTEE</i>	<i>\$25,942.77</i>	<i>27,250.00</i>	<i>1,307.23</i>
WORSHIP AND MUSIC			
Chancel Supplies	151.37	200.00	48.63
Worship Resources	734.35	750.00	15.65
Adult Choir	118.00	150.00	32.00
Guest Musicians	745.00	1,000.00	255.00
Instrument Maintenance	0.00	500.00	500.00
Music Copyright	0.00	400.00	400.00
Worship Technology	0.00	250.00	250.00
<i>Total WORSHIP AND MUSIC</i>	<i>\$1,748.72</i>	<i>3,250.00</i>	<i>1,501.28</i>
SESSION			
Misc. Expenses	100.00	100.00	0.00
New Members	0.00	100.00	100.00
Officer Training	0.00	100.00	100.00
Leadership Development	0.00	100.00	100.00
<i>Total SESSION</i>	<i>\$100.00</i>	<i>400.00</i>	<i>300.00</i>
DEACONS			
	637.25	1,140.00	502.75
Total Expense	\$348,809.40	\$363,336.00	\$14,526.60
Difference	\$0.00	(\$700.00)	

2025 Budget

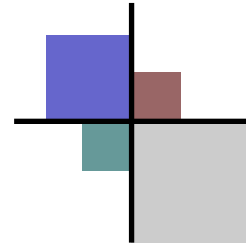
Income	2023 Budget	2024 Budget	2025 Budget
Beginning Balance			
Member Giving	\$273,504	\$275,000	\$288,000
Non-pledged giving	\$20,000	\$20,000	\$30,000
Investment & Interest Income		\$600	\$600
Per-Capita Income	\$2,000	\$2,000	\$2,000
Unallocated Income	\$1,500	\$2,000	\$3,500
Transfer from Reserves	\$29,097	\$31,031	\$20,477
Endowment Income	\$32,000	\$31,031	\$20,477
Total Income	\$358,101	\$361,662	\$365,054.24
Expense Summary			
Administration and Finance	\$29,243	\$29,719	\$ 29,185
Building and Grounds	\$71,450	\$71,300	\$ 76,902
Christian Education	\$2,600	\$3,275	\$ 3,625
Community Life	\$2,700	\$2,700	\$ 2,500
Personnel	\$217,319	\$222,778	\$ 223,562
Mission Committee	\$30,250	\$27,250	\$ 24,750
Worship and Music	\$3,500	\$3,100	\$ 3,000
Session	\$400	\$400	\$ 400
Deacons	\$1,140	\$1,140	\$ 1,140
Total Expenses	\$358,601	\$361,662	\$365,054.24
Balance	(\$500)	\$0	\$0.00
ADMINISTRATION AND FINANCE			
Kitchen Supplies	\$1,000	\$1,000	\$1,300.00
Office Supplies	\$1,800	\$1,500	\$1,500.00
Postage	\$850	\$850	\$800.00
Telephone and Internet	\$4,200	\$4,200	\$4,200.00
Church Windows Support	\$1,100	\$1,500	\$1,308.00
Copier Maintenance and Supplies	\$5,400	\$6,100	\$6,200.00
Computer Maintenance and Supplies	\$500	\$500	\$150.00
Per-Capita Apportionment, Presbytery	\$4,809	\$4,526	\$4,284.00
Vanco Donation Fees	\$1,140	\$1,100	\$1,000.00
PILP Renovations Loan, Interest	\$2,437	\$2,272	\$2,101.15
PILP Renovations Loan, Principle	\$5,756	\$5,921	\$6,092.09
Virtual Connectivity (Website Hosting)	\$250	\$250	\$250.00
Total Administration and Finance	\$29,243	\$29,719	\$29,185.24
BUILDING AND GROUNDS			
Insurance	\$8,500	\$9,000	9900
Mechanical Maintenance & Repair	\$6,000	\$6,000	6000

2025 Budget

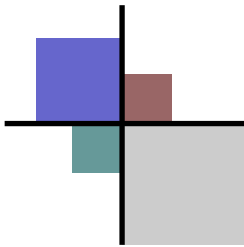
Elevator Maintenance / Testing	\$2,250	\$2,800	2800
Electric Service	\$12,000	\$12,000	\$12,720
Gas Service	\$7,500	\$8,400	\$8,820
Water & Sewer Service	\$1,500	\$1,900	\$2,071
Structural Maintenance & Repair	\$4,000	\$2,000	2,000
Custodial Service & Supplies	\$15,000	\$15,000	15480
Trash, Security & Permits	\$2,200	\$2,200	2811
Lawn	\$5,500	\$5,500	5500
Snow	\$5,500	\$5,000	5500
Trees	\$0	\$0	1000
Parking Lot	\$1,000	\$1,000	1500
Landscape	\$500	\$500	800
Total Building and Grounds	\$71,450	\$71,300	76902
CHRISTIAN EDUCATION			
Curriculum	\$800	\$650	\$600
Supplies	\$500	\$500	\$450
Honoraria	\$100	\$300	\$300
Equipment	\$500	\$300	\$200
Children in Worship	\$200	\$200	\$200
Youth Conferences	\$0	\$1,000	\$1,500
Library	\$150	\$75	\$50
Christian Education Fellowship	\$250	\$150	\$150
Background Checks	\$100	\$100	\$175
Total Christian Education	\$2,600	\$3,275	\$3,625
COMMUNITY LIFE			
Church Dinners	\$600	\$1,000	1200
Community Outreach	\$1,200	\$500	500
Community Life Fellowship	\$900	\$900	500
Retreats	\$0	\$300	300
Total Community Life	\$2,700	\$2,700	2500
PERSONNEL			
Pastor's Salary	\$48,567	\$49,317	50796
Pastor's Housing Allowance	\$25,000	\$25,000	25000
Pastor's Pension and Insurance	\$28,691	\$28,691	19707
Pastor's Auto Allowance	\$1,300	\$1,500	1300
Pastor's Professional Development	\$1,500	\$1,500	1500
Pastor's Expenses	\$1,000	\$1,000	1000
Pastor's Social Security Allowance	\$3,708	\$5,276	5276

2025 Budget

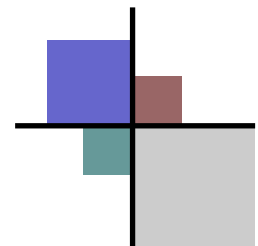
Organist Salary	\$14,349	\$14,780	15223
Director of Christian Education Salary	\$30,397	\$31,309	32248
DCE Insurance	\$16,203	\$17,225	17225
DCE Professional Development	\$1,000	\$1,000	1000
DCE Mileage	\$200	\$200	200
DCE Expenses	\$400	\$400	400
Office Administrator Salary	\$30,764	\$30,764	31687
Office Administrator Insurance	\$5,716	\$7,716	7716
Employer FICA and Medicare	\$6,974	\$5,250	6974
Guest Ministers	\$1,050	\$1,050	1200
Guest Organists	\$300	\$450	450
Misc. Personnel Expense	\$200	\$350	350
Sabbatical expenses			4300
Total Personnel	\$217,319	\$222,778	\$223,552
MISSION COMMITTEE			
Local	\$15,500	\$16,500	\$15,000.00
Denominational	\$2,750	\$2,750	\$2,750.00
Global	\$1,000	\$0	\$0.00
Trips	\$0	\$0	\$0.00
PCUSA Shared Mission	\$8,250	\$8,000	\$7,000.00
Total Mission Committee	\$27,500	\$27,250	\$24,750.00
WORSHIP AND MUSIC			
Chancel Supplies	\$200	\$200	200
Worship Resources	\$750	\$750	700
Adult Choir	\$150	\$0	100
Handbell Choir	\$0	\$0	0
Guest Musicians	\$1,000	\$1,000	1000
Instrument Maintenance	\$500	\$500	500
Music Copyright	\$400	\$400	300
Worship Technology	\$500	\$250	200
Total Worship and Music	\$3,500	\$3,100	3000
SESSION			
Misc. Expenses	\$100	\$100	100
New Members	\$100	\$100	100
Officer Training	\$100	\$100	100
Leadership Development	\$100	\$100	100
Total Session	\$400	\$400	400
DEACONS			
Total Deacons	\$1,140	\$1,140	1140



Susan Smalley and Jim Artabasy light the candles of the wreath during Advent.



Youth and children lead worship on All Saints Day.



Josh Vermaas leads worship on World Communion Sunday.

Endowment Report

Eastminster Presbyterian Church began the year with an endowment fund balance of \$885,969 and ended the year with \$942,096. We withdrew 4% of the fund or \$36,166, paid an investment fee of \$8,729 (1%), and had an investment gain of \$100,732, which consisted of \$25,704 in dividends and interest and \$75,028 in capital gains, an increase of 11.4%. Our stock holding increased 18.2% and our bond and cash holdings increased 1.8%.

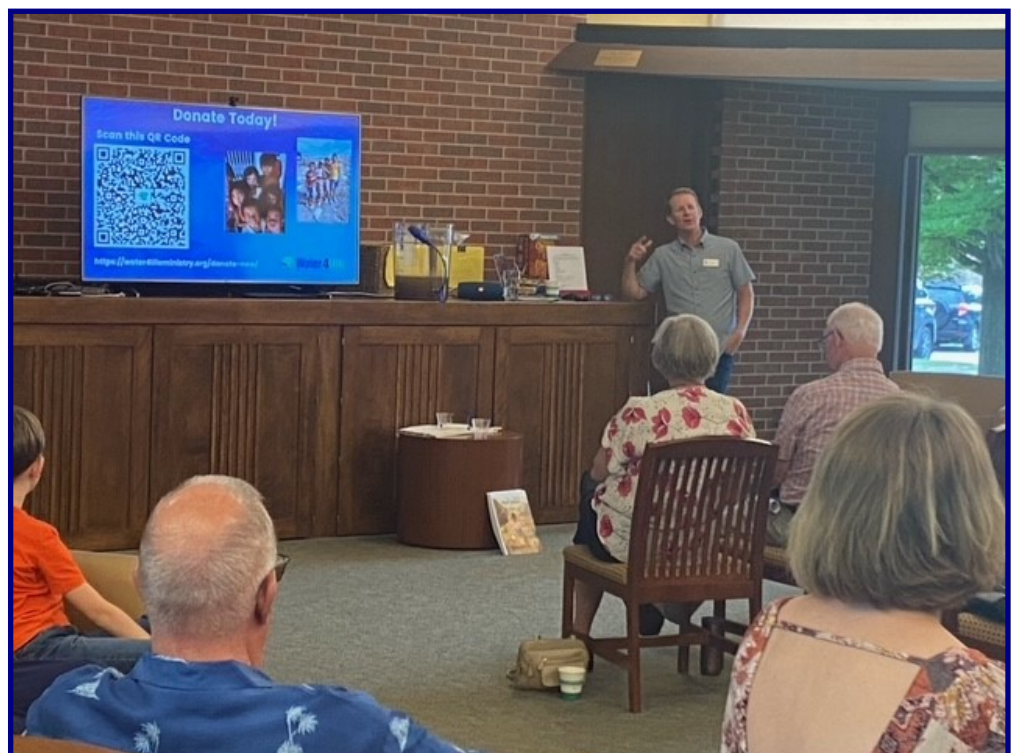
At the end of 2024, the endowment fund was comprised of 61.92% in stocks and 38.08% in bonds and cash. Our investment policy sets a range of 40%-65% in stocks and 30%-50% for bonds.

The Endowment Income Fund had a year-end balance of \$45,244.88. There were total expenditures of \$10,924 from the fund in 2024. The expenditures were: \$7,500 to Water4Life, \$1,000 for special mission, and \$3,424 for security cameras.

The Endowment Committee and Session approved a transfer of \$14,032 from the fund to cover 50% of the budget shortfall. In 2025, we will transfer \$13,200 to pay for the boiler room repairs not paid for by contributions.

In addition to the Endowment Fund the church has a substantial reserve fund. The reserves are held by LPL Financial and managed by BlackRock Investment. We have two accounts. The reserves in the Growth with Income portfolio were valued at \$102,197 at the beginning of the year and ended the year with a balance of \$113,379, an investment gain of \$11,182 or 10.9%. The reserves are comprised of 64% in stocks and 36% in bonds and cash. We also have a trading account as a pass-through for stock donations. The balance at the end of the year was \$983.

In 2024, we cashed in a \$25,000 CD purchased in 2023 and a \$10,000 CD purchased in 2024. We earned \$946 in interest income.



The Endowment Committee authorized a \$7,500 donation to Water4Life after a presentation by Matt Nixon to learn more about it.

2024 Endowment Income Transactions

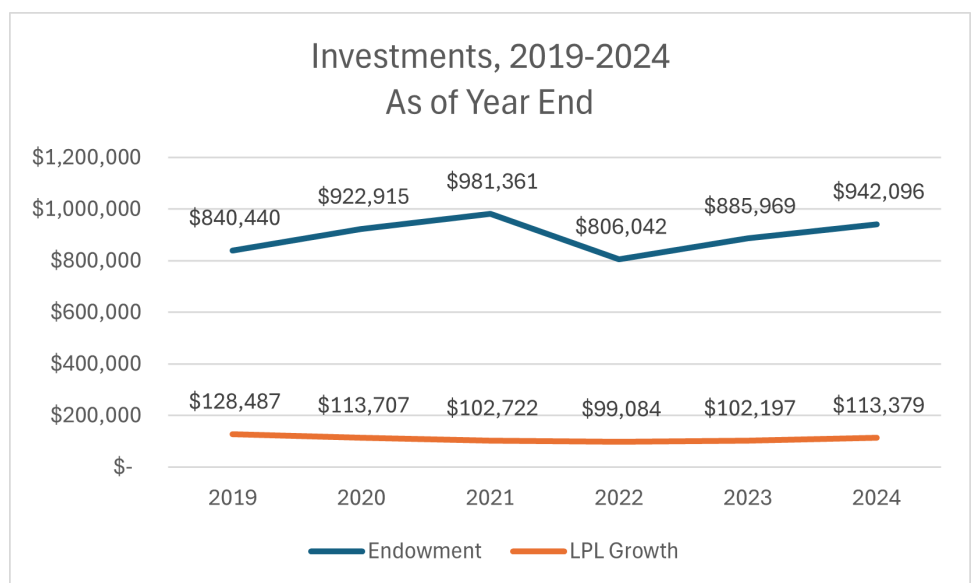
Beginning Balance 2024		\$35,054.50	
Date	Income	Expense	Explanation
1/5	\$8,853.96		First quarter interest
2/15		\$1,000	Special Mission funding
4/3	\$9,177.68		Second quarter interest
4/25		\$7,500	Donation to Water4Life
5/23		\$946.39	Smart Homes Security
6/30	\$9,000		Third quarter interest
7/3	\$9,115.19		Early withdrawal/cash flow
8/23		\$2,169	Smart Homes security work
8/23		\$309	Ubiquity security camera drives
12/31		\$14,032.65	Transfer to operating budget
Ending Balance 2024		\$45,244.28	

Starting Value (Jan. 1, 2024)	\$885,969.51
Disbursements	(\$36,146.83)
Fees	(\$8,728.77)
Investment gains and income	\$101,002
Total Ending Value (Dec. 31, 2024)	\$942,095.91



Committee Members

- Mike Jones, chair
- Rick Johnston
- Charlotte Smith
- Robert Kleine, ex-officio



Reserves/Investment Report

LPL Growth with Income Portfolio

Starting Value (Jan. 1, 2024)	\$102,197.29
Total change in value of assets	
Deposits/investments	0
Withdrawals	0
Net investment returns and non-cash transfers	\$11,182.04
Total Ending Value (Dec. 31, 2024)	\$113,379.33

LPL Trading Account

Starting Value (Jan. 1, 2024)	\$975.96
Total change in value of assets	
Deposits/investments	\$12,448.74
Withdrawals	(\$12,448.00)
Net investment returns and non-cash transfers	\$6.85
Total Ending Value (Dec. 31, 2024)	\$983.55

7-Month Certificates of Deposit

Starting Value (Jan. 1, 2024)	\$25,000
Total change in value of assets	
Deposits/investments	\$10,000
Withdrawals	(\$35,000)
Net investment returns and non-cash transfers	\$946.34
Total Ending Value (Dec. 31, 2024)	\$0

Memorial Fund

2024 Memorial Fund Transactions

<i>Beginning balance 2024</i>			\$23,771.39
Date	Income	Expense	Explanation
Various	\$1,965		Donations made in memory of members
3/06		\$3,265	Large board for memorial plaques
10/15		\$1,339.49	Laptop for Pastor Kristin Stroble
12/18		\$1,926	Tree trimming
<i>End balance 2024</i>			\$19,205.90



Committee Members

- Dave Duryea
- Linda Hardenbergh
- Barb Lowes
- Heather Myer
- Susan Smalley
- Barb Stowitts



A new board was purchased to hold memorial plaques for the Eastminster Garden.

Terms of Call

Position Information	
Congregation	Eastminster Presbyterian Church, East Lansing
Minister's name and title	Kristin Stroble, Pastor
Number of years in position	7
Number of members in congregation	107
Total Effective Salary	
Cash salary	\$50,796
Housing/utilities/furnishing allowance	\$25,000
Total annual effective salary	\$75,796
Benefits plan dues	\$19,707
Reimbursable Expenses and Allowances	
Professional development	\$1,500
SECA offset (50% or less)	\$5,276
Books and other professional expenses	\$1,000
Auto reimbursement	\$1,300
Non-Monetary Terms of Call	
Vacation	35 days or 5 weeks including 5 Sundays
Professional development	14 days (2 Sundays, cumulative for up to 3 years)
Service to the larger church	7 days
Sabbatical	3 months

Indebtedness Report

Presbyterian Investment and Loan

Purpose: Renovations (roof, parking lot, air conditioners)

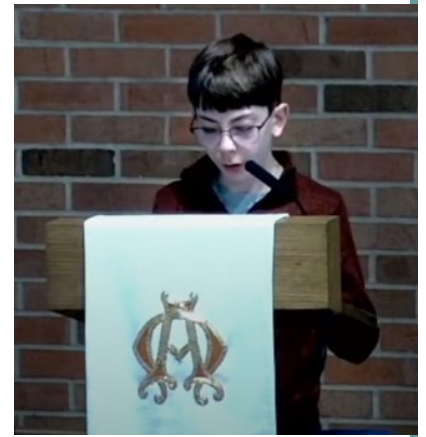
Balance owed as of 2024 year-end	\$76,840.43
Amount paid on principal for the year	\$5,921.89
Amount of interest paid for the year	\$2,271.35



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Stay Connected with Eastminster

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- **YouTube:** www.youtube.com/EastminsterPresbyterianChurchEastLansing
- **Website:** www.eastminsterchurch.org



Lawson Temples helps lead worship on All Saints Day.



Rev. Kristin Stroble and Rev. Dr. Jeff O'Neill serve communion on Christmas Eve.